

BOARD OF SUPERVISORS

SUPERVISORS

Phillip Peters District 1
Chris Parlier..... District 2
Jeff Flores..... District 3
David Couch District 4
Leticia Perez..... District 5



Clerk of the Board of Supervisors
Kern County Administrative Center
1115 Truxtun Avenue, 5th Floor
Bakersfield, California 93301
Telephone (661) 868-3585
TTY Relay 800-735-2929

April 9, 2026

The Honorable Rebecca Bauer-Kahan
Chair, Assembly Committee on Privacy and Consumer Protection
1020 N Street, Room 162
Sacramento, CA 95814

RE: AB 1883 (Bryan), Workplace surveillance tools – OPPOSE

Dear Assembly Member Bauer-Kahan,

I am writing on behalf of the Kern County Board of Supervisors to express our strong opposition to AB 1883 (Bryan). As drafted, this bill would significantly complicate the day-to-day operations of counties, jeopardize our ability to provide essential public services, hinder our capacity to manage and respond to workplace-violence threats, and expose public agencies to unnecessary risks involving waste, fraud, and misuse of public resources.

Kern County shares the concerns raised by statewide organizations such as CSAC, Cal Cities, and CSDA (among many others) regarding legislation that restricts the use of “workplace surveillance tools.” For counties, these tools are not optional conveniences, they are integral to keeping our employees, the public, and our facilities safe, and to ensuring we meet our operational, fiscal, and legal responsibilities.

Our primary concerns include:

- **Threats to employee and public safety.** Kern County cannot support legislation that compromises the tools we rely on to protect our workers, residents, and elected officials.
- **Limitations on fraud, waste, and abuse investigations.** Many of the tools implicated by AB 1883 are foundational for conducting internal investigations, ensuring accountability, and safeguarding public resources.
- **Inappropriately broad regulation of routine county functions.** The bill applies restrictions intended to address private-sector employment disputes to public agencies that are already governed by robust labor-relations statutes, collective-bargaining frameworks, and other due-process requirements.

AB 1883 defines “workplace surveillance tools” so broadly that it could encompass nearly every routine security and operational system counties use, such as security cameras, access badges, key

fobs, digital communication platforms like Microsoft Teams, GPS on county vehicles, and other basic technologies. These tools often collect passive data incidental to normal operations; however, under the bill's vague prohibitions, even unintended or irrelevant data collection could expose counties to liability.

Kern County supports strong civil and labor protections for public employees. Our concern is that an overbroad interpretation of terms such as "identify" or "infer" could effectively prohibit technologies that are not designed to infringe on employee rights but are essential to workplace safety, public-service delivery, emergency response, and fiscal integrity.

Furthermore, the bill does not account for the extensive protections already embedded in California law. Public employers are legally barred from deterring or discouraging union activity, and employee organizations have statutory authority to enforce those protections. Imposing an additional, vague regulatory scheme, accompanied by punitive damages and penalties of \$500 per employee per violation, creates severe litigation exposure for counties and could divert millions of taxpayer dollars away from essential services.

Simply put, AB 1883 risks prohibiting fundamental tools that allow Kern County to function safely and effectively. Existing law already safeguards public-sector workers; this bill threatens to undermine county operations without providing meaningful additional protection.

For these reasons, the Kern County Board of Supervisors strongly opposes this measure and respectfully urges you to **vote NO on AB 1883**.

Sincerely,



Phillip Peters, Chairman
Kern County Board of Supervisors

cc: Honorable Members, Assembly Committee on Privacy and Consumer Protection
Honorable Members, Kern Legislative Delegation
Kern County Human Resources Division
Kern County Counsel
Shaw Yoder Antwih Schmelzer & Lange